

# Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## Department of the Interior

For 4th Quarter 2010 for period ending September 30, 2010

**\*\*Mixed Cases are Included in this report.\*\***

Complaint Activity	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
Number of Complaints Filed	323	353	262	289	283	293
Number of Complainants	283	318	258	274	270	290
Repeat Filers	31	26	13	13	5	3
Complaints by Basis	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	94	132	82	106	98	87
Color	42	45	36	33	23	23
Religion	10	19	10	14	19	11
Reprisal	150	189	138	144	142	127
Sex	133	132	104	106	109	122
National Origin	62	58	47	37	38	41

Equal Pay Act	9	10	4	5	2	1
Age	121	121	88	105	98	92
Disability	62	63	57	67	64	67
Non-EEO	0	3	3	6	3	10
<b>Complaints by Issue</b>	<b>Comparative Data</b>					
	<b>Previous Fiscal Year Data</b>					<b>2010Thru09-30</b>
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	
Appointment/Hire	61	47	29	40	30	42
Assignment of Duties	50	35	34	33	33	37
Awards	12	16	6	6	14	6
Conversion to Full-time	0	1	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	1	0	1	2	1
Reprimand	15	8	7	11	12	11
Suspension	10	12	12	9	12	17
Removal	5	6	3	3	13	6
Other	12	7	13	12	12	10
Duty Hours	8	10	12	8	6	5
Evaluation Appraisal	19	29	25	43	36	32
Examination/Test	0	1	0	1	2	1
<b>Harassment</b>						
Non-Sexual	106	102	102	111	105	104
Sexual	17	20	10	12	11	15
Medical Examination	1	1	0	1	1	0

Pay (Including Overtime)	12	6	5	10	6	4
Promotion/Non-Selection	55	84	46	49	61	38
Reassignment						
Denied	4	4	2	3	3	2
Directed	10	14	13	13	11	9
Reasonable Accommodation	14	19	12	16	17	16
Reinstatement	0	0	1	1	1	1
Retirement	8	3	2	3	1	2
Termination	28	31	25	17	35	31
Terms/Conditions of Employment	34	26	25	23	32	35
Time and Attendance	14	12	18	17	20	17
Training	12	17	9	11	15	13
Other	28	36	31	27	20	27
Processing Time	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
Complaints pending during fiscal year						
Average number of days in investigation	163.68	203.55	219.75	255.71	155.30	167.21
Average number of days in final action	266.56	168.89	160.95	170.21	245.38	131.49
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation	102.07	117.46	121.82	114.52	31.01	18.94
Average number of days in final action	45.92	37.54	37.12	26.07	30.07	38.40

Complaint pending during fiscal year where hearing was not requested																
Average number of days in investigation			223.96		275.29		300.28		339.76		249.01		258.13			
Average number of days in final action			329.61		286.76		259.69		259.63		331.21		186.25			
Complaints Dismissed by Agency					Comparative Data											
					Previous Fiscal Year Data								2010Thru09-30			
					2005		2006		2007		2008				2009	
Total Complaints Dismissed by Agency					24		47		33		50		38		30	
Average days pending prior to dismissal					132		379		304		197		303		270	
Complaints Withdrawn by Complainants																
Total Complaints Withdrawn by Complainants					15		15		25		24		19		19	
Total Final Agency Actions Finding Discrimination			Comparative Data													
			Previous Fiscal Year Data									2010Thru09-30				
			2005		2006		2007		2008		2009					
			#	%	#	%	#	%	#	%	#	%	#	%		
Total Number Findings			1		3		5		5		11		10			
Without Hearing			1	100	1	33	1	20	0	0	6	55	6	60		
With Hearing			0	0	2	67	4	80	5	100	5	45	4	40		
Findings of Discrimination Rendered by Basis			Comparative Data													
			Previous Fiscal Year Data									2010Thru09-30				
Note: Complaints can be filed alleging multiple bases.The sum of the bases may not equal total complaints and findings.			2005		2006		2007		2008		2009					
			#	%	#	%	#	%	#	%	#	%	#	%		

<b>Total Number Findings</b>	1		3		5		5		11		10	
Race	0	0	0	0	3	60	1	20	2	18	4	40
Color	0	0	0	0	0	0	1	20	0	0	0	0
Religion	0	0	0	0	0	0	2	40	0	0	1	10
Reprisal	0	0	2	67	4	80	3	60	6	55	4	40
Sex	0	0	1	33	3	60	2	40	5	45	5	50
National Origin	0	0	1	33	0	0	0	0	0	0	3	30
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	1	33	0	0	0	0	2	18	3	30
Disability	1	100	0	0	0	0	0	0	0	0	2	20
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings After Hearing</b>	0		2		4		5		5		4	
Race	0	0	0	0	3	75	1	20	1	20	3	75
Color	0	0	0	0	0	0	1	20	0	0	0	0
Religion	0	0	0	0	0	0	2	40	0	0	0	0
Reprisal	0	0	1	50	3	75	3	60	2	40	1	25
Sex	0	0	0	0	3	75	2	40	2	40	2	50
National Origin	0	0	1	50	0	0	0	0	0	0	1	25
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	2	40	1	25
Disability	0	0	0	0	0	0	0	0	0	0	1	25
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
<b>Findings Without</b>	1		1		1		0		5		6	



Other	0	0	0	0	0	0	1	20	0	0	0	0
Duty Hours	0	0	0	0	0	0	1	20	1	9	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	2	40	0	0	5	45	1	10
Sexual	0	0	0	0	0	0	0	0	1	9	1	10
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	2	67	1	20	1	20	2	18	1	10
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	1	9	1	10
Reasonable Accommodation	1	100	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	2	20
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	9	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	1	9	0	0
Other - User Defined	0	0	1	33	1	20	0	0	0	0	0	0
<b>Findings After Hearing</b>	0		2		4		5		5		4	





[illegible]

Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	2	33	1	17
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	1	100	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	2	33
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	17	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	1	100	1	100	0	0	0	0	0	0
Pending Complaints Filed in Previous Fiscal Years by Status			Comparative Data									
			Previous Fiscal Year Data					2010Thru09-30				
			2005	2006	2007	2008	2009					
Total complaints from previous Fiscal Years			345	431	524	519	486	446				
Total Complainants			273	350	437	446	438	407				
Number complaints pending												
Investigation			7	30	57	30	31	13				
ROI issued, pending Complainant's action			1	1	4	0	1	3				
Hearing			91	118	143	143	160	182				
Final Agency Action			30	41	63	78	20	40				

Appeal with EEOC Office of Federal Operations	0	1	1	0	0	0
Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2010Thru09-30
	2005	2006	2007	2008	2009	
Pending Complaints Where Investigations Exceed Required Time Frames	50	76	117	62	67	60